Bargaining Update
December / January 2015

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Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

In December 2014 and January 2015, Mediation Services received settlement information regarding 94 bargaining relationships encompassing 52,001 employees. There were 49 private sector and 45 public sector settlements, covering 20,049 and 31,952 employees respectively.

Highlights

City of Edmonton
CSU 52, ATU Local 569, CUPE Local 30 and IBEW Local 1007 representing just over 10,000 employees ratified their collective agreements with the City of Edmonton. Each agreement has a five year term with an expiry date of December 22, 2018.

Supports of Artspace Independent Living [SAIL] - Edmonton
The lockout affecting thirty health care aides represented by AUPE ended on December 16, 2014. The legal lockout which began in May 2014 lasted seven months.

City of Lethbridge
The joint request by the City of Lethbridge and the IAFF Local 237 for the establishment of a Compulsory Arbitration Board has been approved by the Minister of Jobs, Skills Training and Labour. The collective agreement affecting 162 fire personnel expired in June 2012.

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Alberta Settlements

Settlements presented in this section are selected from those with 100 or more employees.

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Accommodation & Food Services				
Crown Camp Services, Syncrude UNITE HERE Local 47	160	48	2016-06-30	1st year 3.25% 2nd year 3.50% 3rd year 3.00% 4th year 3.50%
Gate Gourmet Canada Teamsters Local 987	150	36	2018-01-25	1st year 2% 2nd year 2% 3rd year 2%
Arts, Entertainment, & Recreation				
Edmonton Space & Science Foundation [Telus World of Science] Civic Service Union 52	104	36	2016-12-31	1st year 3.00% 2nd year 2.75% 3rd year 2.25%
Construction				
Ledcor Foundations CLAC Local 63	110	24	2016-01-31	1st year 1.75% 2nd year Wage reopener
PCL Builders – Construction CLAC Local 63	250	24	2016-12-31	1st year 2.7% 2nd year Wage reopener
Skyway Canada CLAC Local 63	600	32	2016-08-31	1st year 0.00% 2nd year 1.75% 3rd year Wage reopener
Education				
Calgary Roman Catholic Separate School District No. 1 CUPE Local 520	283	36	2016-08-31	1st year 0% 2nd year 0% 3rd year 2%
Sturgeon School Division No. 24 CUPE Local 4625	187	36	2016-08-31	1st year 0% 2nd year 0% 3rd year 2%
Bow Valley College Bow Valley College Faculty Association	140	36	2017-06-30	1st year 2.00% 2nd year 2.25% 3rd year 2.50%
Lakeland College AUPE	300	36	2017-06-30	1st year 2.00% 2nd year 2.25% 3rd year 2.50%
Medicine Hat College AUPE	163	36	2017-06-30	1st year 2.00% 2nd year 2.25% 3rd year 2.50%
Mount Royal University Mount Royal University Faculty Association	900	24	2016-06-30	1st year 0% 2nd year 0%
Olds College AUPE	200	36	2017-06-30	1st year 2.00% 2nd year 2.25% 3rd year 2.50%
University of Lethbridge AUPE	470	24	2016-06-30	1st year 2.00% 2nd year 2.25%

Alberta Settlements

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Health Care & Social Assistance				
Alberta Health Services – PMP/PMT HSAA	17,000	36	2017-03-31	1st year 1.00% 2nd year 1.25% 3rd year 2.00%
Canterbury Foundation AUPE	153	39	2017-12-31	1st year 3% 2nd year 3% 3rd year 3%
Information & Cultural Industries				
Edmonton Public Library Civic Service Union 52	530	60	2018-12-22	1st year 2.00% 2nd year 2.25% 3rd year 2.75% 4th year 3.00% 5th year 3.00%
Manufacturing				
Air Liquide Canada Unifor Local 777	134	32	2017-1-31	1st year 3% 2nd year 3% 3rd year 3%
EVRAZ Iron Workers Local 805	185	60	2017-12-31	1st year 1.5% 2nd year 2.5% 3rd year 2.0% 4th year 3.0% 5th year 3.0%
IPEX Unifor Local 21A	140	60	2017-09-30	1st year 3.00% 2nd year 3.00% 3rd year 3.25% 4th year 3.50% 5th year 3.50%
Ledcor Fabrication CLAC Local 63	350	32	2017-08-31	1st year 0% 2nd year Wage reopener 3rd year Wage reopener
Public Administration				
City of Edmonton Civic Service Union 52	4,040	60	2018-12-22	1st year 2.00% 2nd year 2.25% 3rd year 2.75% 4th year 3.00% 5th year 3.00%
City of Edmonton CUPE Local 30	3,729	60	2018-12-22	1st year 2.00% 2nd year 2.25% 3rd year 2.75% 4th year 3.00% 5th year 3.00%
City of Edmonton – DATS ATU Local 569	136	60	2018-12-22	1st year 2.00% 2nd year 2.25% 3rd year 2.75% 4th year 3.00% 5th year 3.00%
City of Edmonton – Transit ATU Local 569	2,200	60	2018-12-22	1st year 2.00% 2nd year 2.25% 3rd year 2.75% 4th year 3.00% 5th year 3.00%

Alberta Settlements

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Public Administration				
City of Medicine Hat Medicine Hat Police Association	100	36	2016-12-31	1st year 2.5% 2nd year 2.5% 3rd year 2.5%
Regional Municipality of Wood Buffalo IAFF Local 2494	177	36	2016-12-31	1st year 4.0% 2nd year 2.0% 3rd year 1.5%
Strathcona County AUPE	180	36	2016-12-31	1st year 3.00% 2nd year 2.75% 3rd year 2.75%
Utilities				
ATCO Power Canada Canadian Energy Workers' Association	276	36	2016-12-31	1st year 3.50% 2nd year 3.50% 3rd year 3.75%
Wholesale Trade				
Kal Tire Machinists Local 99	130	36	2017-03-31	1st year 2.0% 2nd year 2.0% 3rd year 2.5%
Other Services				
AUPE Unifor Local 880	130	60	2019-01-31	1st year 0.00% 2nd year 2.00% 3rd year 2.25% 4th year 2.50% 5th year 3.50%

Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Administrative & Support, Waste Management & Remediation Services			
Sodexo Canada	CUPE Local 4822	361	2014-10-31
Arts, Entertainment & Recreation			
Gateway Casinos – Palace Casino	UFCW Local 401	183	2013-11-01
Education			
Calgary Roman Catholic Separate School District No. 1	Unifor Local 1990	1,600	2013-08-31
Edmonton Catholic Separate School District No. 7	AUPE	333	2012-08-31
Living Waters Catholic Regional Division No. 42	AUPE	100	2012-08-31
Athabasca University	AUPE	300	2013-06-30
Athabasca University	Faculty Association	498	2013-06-30
Athabasca University	CUPE Local 3911	325	2012-06-30
Bow Valley College	AUPE	325	2013-06-30
Grande Prairie Regional College, Fairview	AUPE	100	2013-06-30
Grant MacEwan University	MacEwan Staff Association	720	2014-06-30
Grant MacEwan University	Faculty Association	1,000	2014-06-30
Lakeland College	Faculty Association	140	2012-06-30
Lethbridge College	AUPE	294	2014-06-30
Lethbridge College	Faculty Association	350	2013-06-30
Medicine Hat College	Faculty Association	350	2013-06-30
Mount Royal University	Support Staff Association	728	2014-06-30
Norquest College	AUPE	307	2012-06-30
Northern Lakes College	AUPE	165	2014-06-30
Northern Lakes College	Faculty Association	110	2014-06-30
Portage College	AUPE	150	2013-06-30
Portage College	Faculty Association	100	2014-06-30
Red Deer College	AUPE	245	2013-06-30
Red Deer College	Faculty Association	276	2013-06-30
Finance & Insurance			
ATB Financial	AUPE	1,600	2014-03-31
Health Care & Social Assistance			
Alberta Health Services – GSS	AUPE	23,800	2014-03-31
Bethany Care Society [6 sites]	AUPE	848	Various dates
Capital Care - GSS	AUPE	350	2014-06-30
Carewest – GSS	AUPE	137	2014-06-30
Canadian Blood Services [3 locations]	UNA	97	2013-03-31
Chantelle Management – Edith Cavell Care Centre	AUPE	122	2014-08-31
Covenant Health – GSS	AUPE	1,337	2014-03-31
Good Samaritan – Multi Facility	AUPE	1,671	2014-06-30
Innovative Housing Society of Canada	AUPE	270	2014-06-25
Qualicare – Rivercrest Lodge Nursing Home	Steelworkers Local 1-207	99	2014-07-31

Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Health Care & Social Assistance			
Revera – Jasper Place, South Terrace, Miller Crossing	AUPE	420	2014-03-31
Manufacturing			
Richardson Oilseed	UFCW Local 401	154	2014-08-31
Public Administration			
Alberta Gaming & Liquor Commission	AUPE	620	2013-07-31
Alberta Innovates – Technology Futures	AUPE	265	2013-03-31
City of Calgary	Calgary Police Association	2,001	2014-01-05
City of Edmonton	Edmonton Police Association	1,779	2013-12-31
City of Lethbridge	IAFF Local 237	162	2012-06-30
Retail Trade			
Sobeys West – Gas Bars [Safeway]	UFCW Local 401	350	2014-09-06
Sobeys West – Meat & Deli [Safeway]	UFCW Local 401	913	2014-03-22
Sobeys West – Retail [Safeway]	UFCW Local 401	6,496	2014-03-22
Utilities			
EPCOR Utilities	CSU 52	755	2013-12-14

Recent Settlements in Other Jurisdictions

Recent Settlements in Other Jurisdictions will no longer be part of ***Bargaining Update***.

Mediation Services produces a weekly current awareness service that provides information on labour relations and collective bargaining issues from Alberta, Canada and around the world. The entries are drawn from websites, news releases and journals.

If you would like be added to our distribution list to receive these weekly updates please respond to Mediation Services E-Scan or contact us at 780-427-8301.

Public Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
B.C. Institute of Technology B.C. Government & Service Employees' Union *B.C. Industrial Relations Bulletin*, 46(5) October-November 2014.	924	60	2019-06-30	1st year 0.0% 2nd year 1.0% 3rd -5th year 1.5%
Greater Victoria Labour Relations Association CUPE [various locals] *B.C. Industrial Relations Bulletin*, 46(5) October-November 2014.	4,800	48	2016-12-31	1st year 1.75% 2nd year 1.00% 3rd year 1.00% 4th year 2.00%
B.C. Public School Employer's Association British Columbia Teachers' Federation *Negotech.*	41,000	72	2019-06-30	1st year 0.00% 2nd year 3.25% 3rd year 0.00% 4th year 1.00% 5th-6th year 1.50%
Quebec				
Quebec City [outside employees] CUPE *Negotech.*	1,400	96	2018-12-31	1st-4th year 1.50% 5th-8th year 2.25%
Saskatchewan				
Board of Education of Saskatoon (School Division No. 13) CUPE Local 8443 *Canadian Labour Reporter*, Jan. 26, 2015.	1,040	36	2016-08-31	1st year 2.00% 2nd year 1.50% 3rd year 1.75%

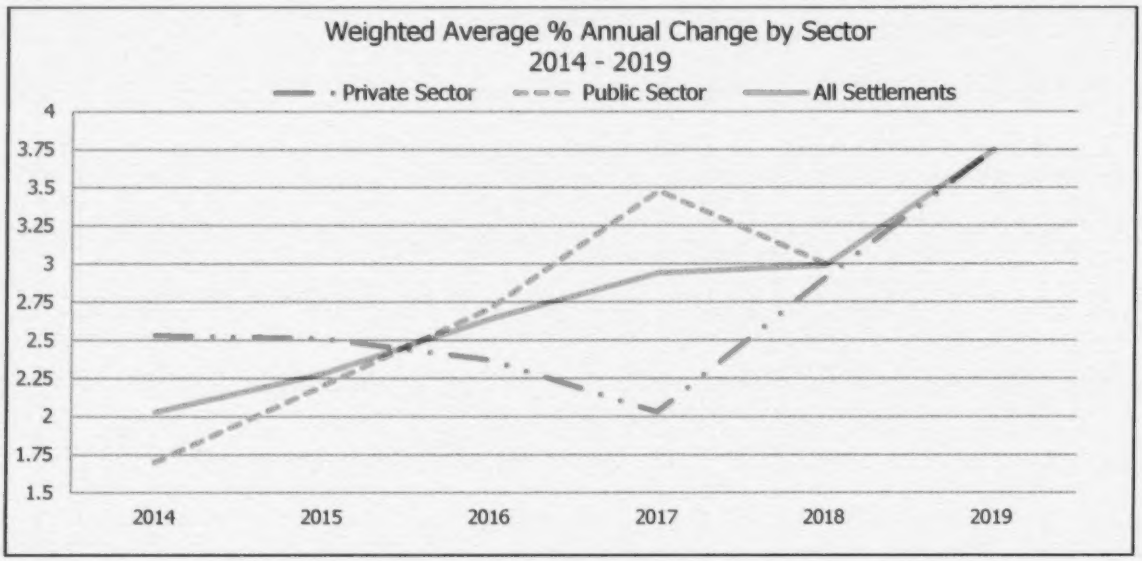
Private Sector

Parties	No. of EEs	Term	Expiry Date	Wage Settlements
British Columbia				
MVT Canadian Bus ATU *Canadian Labour Reporter*, Jan. 26, 2015.	590	36	2016-12-31	1st year 0.0% 2nd year 2.0% 3rd year 2.0%
Western Forest Products Steelworkers *Negotech.*	2,400	60	2019-06-14	1st year 3.0% 2nd year 2.0% 3rd year 2.5% 4th year 2.5% 5th year 3.0%
Vancouver Arena Limited Partnership CLAC *B.C. Industrial Relations Bulletin*, 46(5) October-November 2014.	1,700	48	2018-09-30	1st -2nd year 2.75% 3rd-4th year 2.00
Ontario				
Algoma Tubes Inc. Steelworkers *Negotech.*	520	36	2017-05-31	1st year 1% 2nd year 2% 3rd year 2%

Wage Settlements in Alberta
Weighted Average % Annual Change by Sector 2014-2019

Wage data reflects the average yearly % change taking effect in the indicated year.

	Sector	Agreements	Employees	Weighted Average % Annual Change
2014	Private Sector	508	138,020	2.53
	Public Sector	383	206,589	1.70
	All Settlements	**891**	**344,609**	**2.03**
2015	Private Sector	286	54,061	2.51
	Public Sector	245	147,808	2.20
	All Settlements	**531**	**201,869**	**2.28**
2016	Private Sector	129	28,336	2.37
	Public Sector	88	103,285	2.71
	All Settlements	**217**	**131,621**	**2.64**
2017	Private Sector	43	13,646	2.03
	Public Sector	26	23,090	3.48
	All Settlements	**69**	**36,736**	**2.94**
2018	Private Sector	12	1,492	2.91
	Public Sector	9	10,766	3.00
	All Settlements	**21**	**12,258**	**2.99**
2019*	Private Sector	1	100	3.75
	Public Sector			
	All Settlements	**1**	**100**	**3.75**

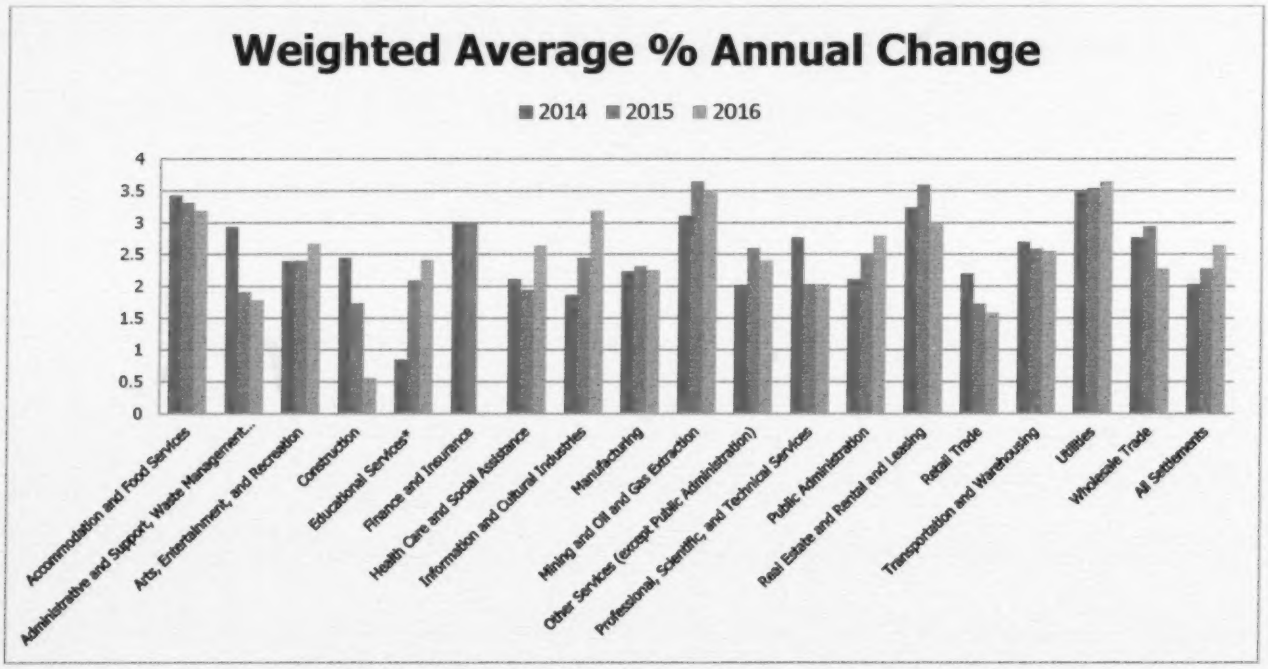


Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Skills, Training and Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

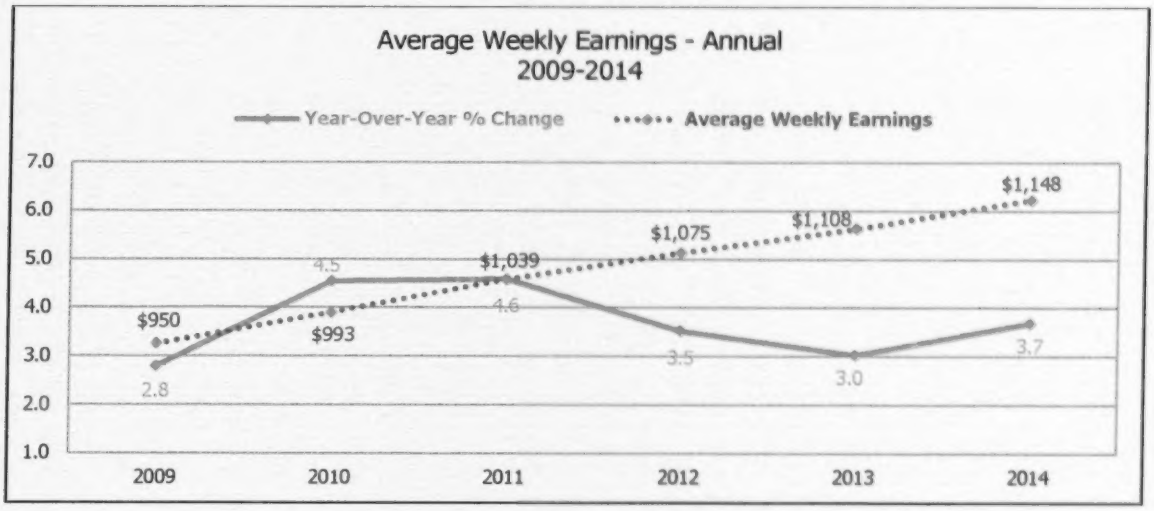
Wage Settlements in Alberta
Weighted Average % Annual Change by Industry

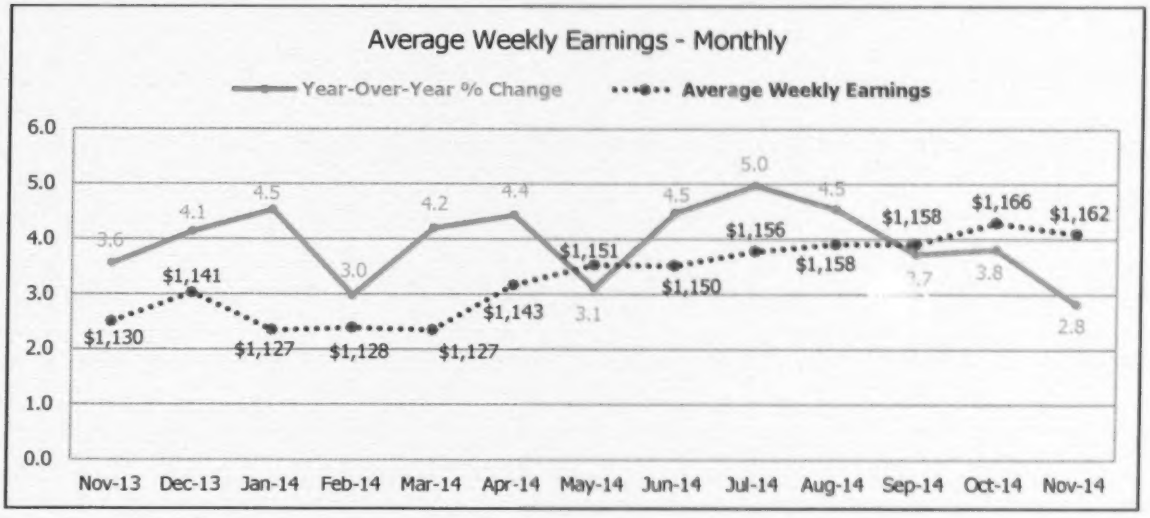
Wage data reflects the average yearly % change taking effect in the indicated year.

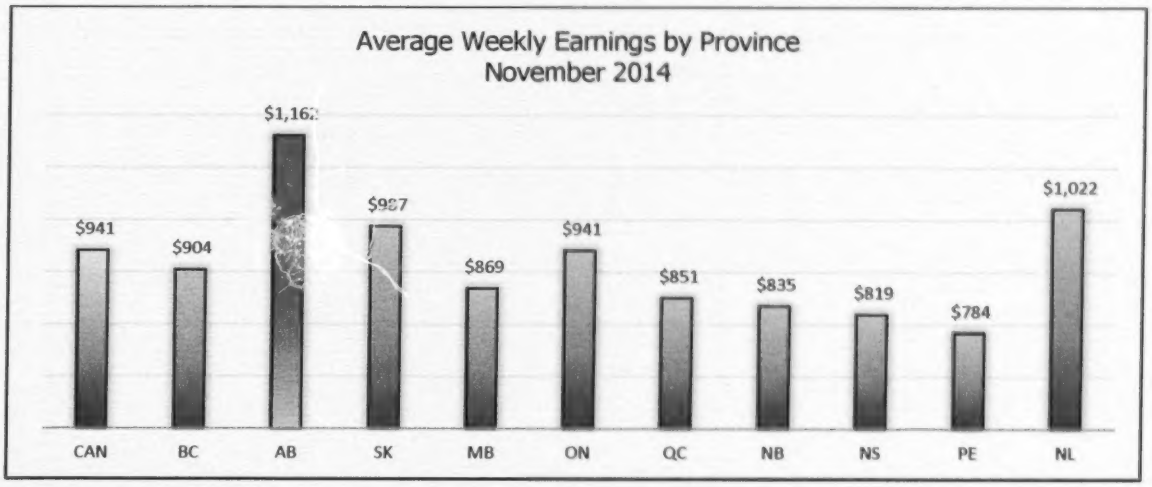
	2014			2015			2016			2017		
Industry Sector	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**
Accommodation & Food Services	28	3,961	3.43	26	3,611	3.31	10	2,431	3.19	4	548	2.36
Administrative & Support, Waste Management & Remediation Services	10	671	2.93	7	283	1.91	3	221	1.78			
Arts, Entertainment, & Recreation	27	3,084	2.39	14	1,512	2.40	6	575	2.67	2	394	2.87
Construction	126	70,479	2.45	29	4,589	1.73	7	215	0.56	4	29	3.50
Educational Services	144	40,011	0.85	113	43,992	2.09	17	4,543	2.41	1	8	2.50
Finance & Insurance	1	3	3	1	3	3.00						
Health Care & Social Assistance	110	78,550	2.11	54	50,110	1.94	22	48,197	2.64	3	298	3.00
Information & Cultural Industries	18	2,207	1.86	8	1,795	2.45	3	1283	3.19	3	1283	3.58
Manufacturing	155	18,541	2.23	103	13,402	2.31	54	8,013	2.25	17	1,643	2.74
Mining & Oil & Gas Extraction	26	9,974	3.11	12	4,885	3.65	4	1,453	3.51	1	318	3.25
Other Services (except Public Administration	26	1,402	2.02	15	920	2.60	7	293	2.40	2	190	2.50
Professional, Scientific, & Technical Services	5	1,780	2.76	2	60	2.03	2	60	2.03			
Public Administration	109	54,109	2.11	69	50,533	2.50	44	48,410	2.79	20	21,509	3.48
Real Estate & Rental & Leasing	3	163	3.24	2	143	3.59	1	18	3.00			
Retail Trade	15	12,256	2.20	6	11,718	1.72	3	8,744	1.58	3	8,744	1.56
Transportation & Warehousing	41	3,881	2.69	31	3,013	2.59	15	1,272	2.55	5	220	2.19
Utilities	23	8,359	3.5	19	6,283	3.54	9	4,181	3.65	1	877	3.75
Wholesale Trade	24	5,178	2.76	20	5,017	2.94	10	1,712	2.28	3	675	2.62
All Settlements	**891**	**314,609**	**2.03**	**531**	**201,869**	**2.28**	**217**	**131,621**	**2.64**	**69**	**36,736**	**2.94**



Average Weekly Earnings Alberta (AWEA)*

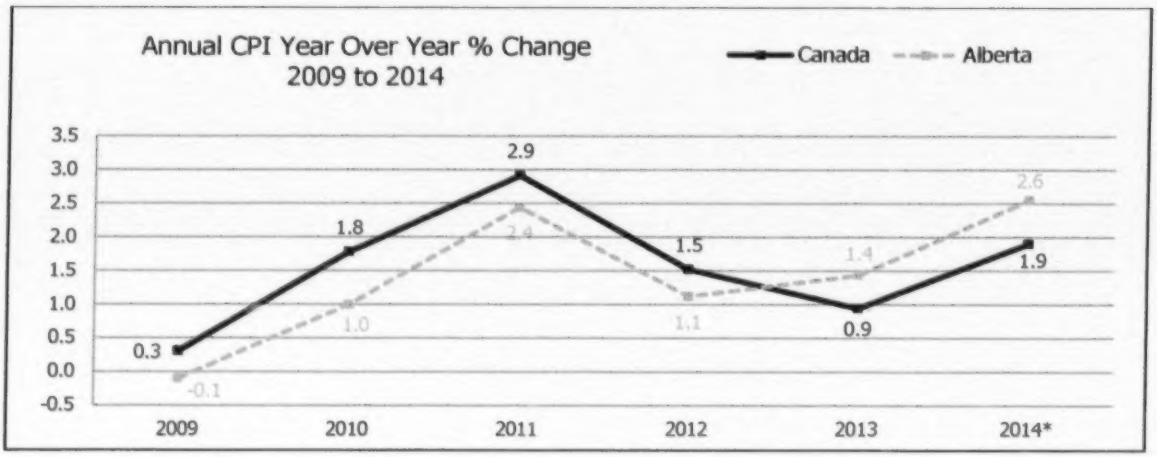


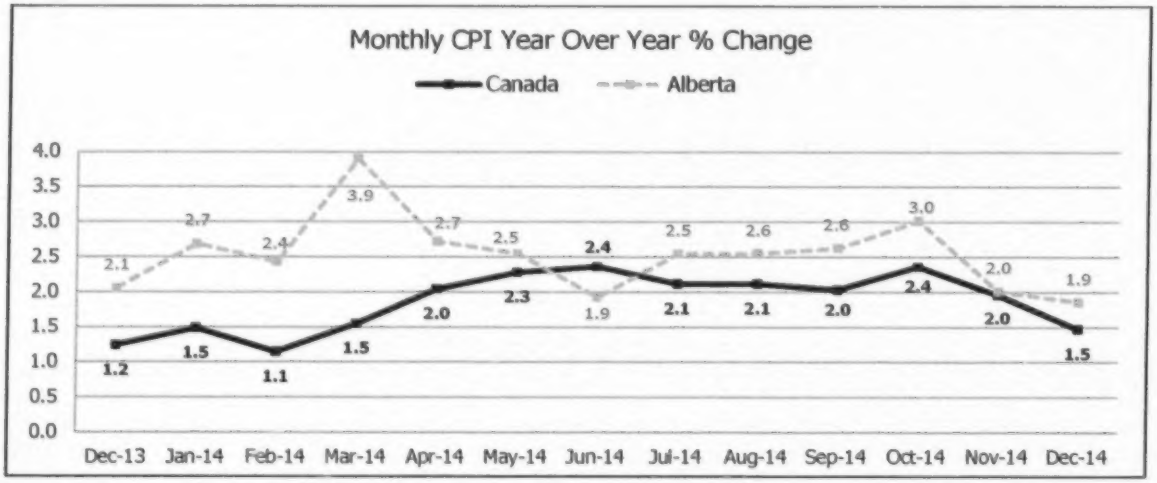


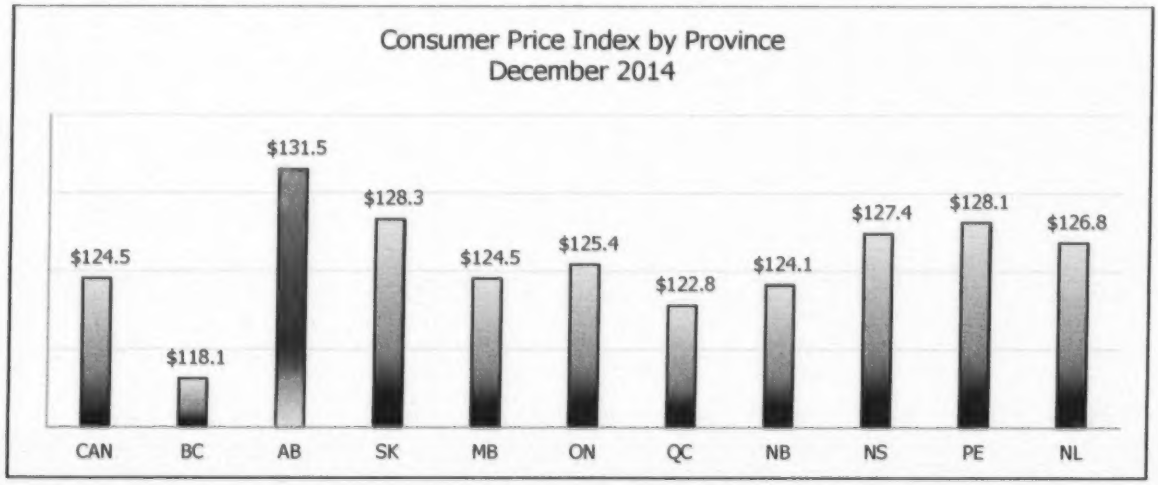


*To date preliminary figures. Graph data available upon request.
[1] **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100
[2] **Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI), 2002=100







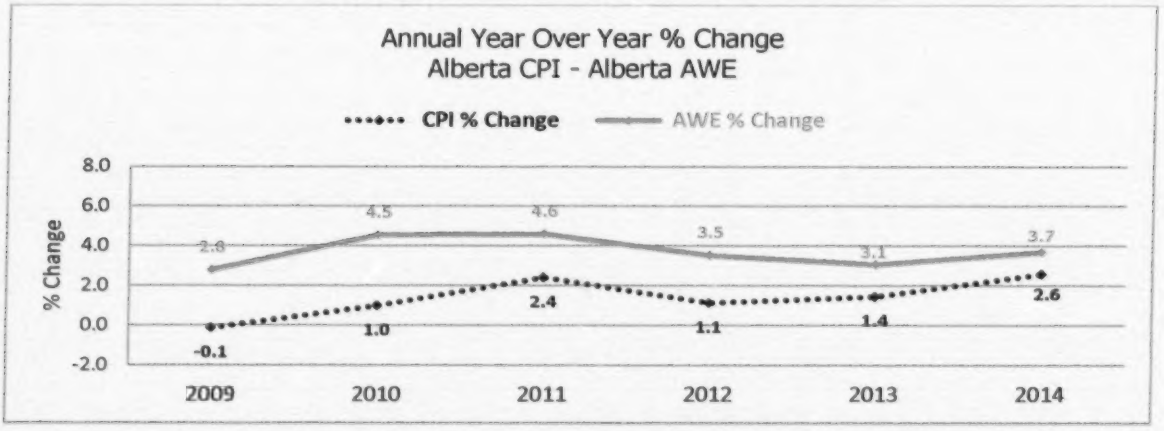
*Year to date – Graph data available upon request.

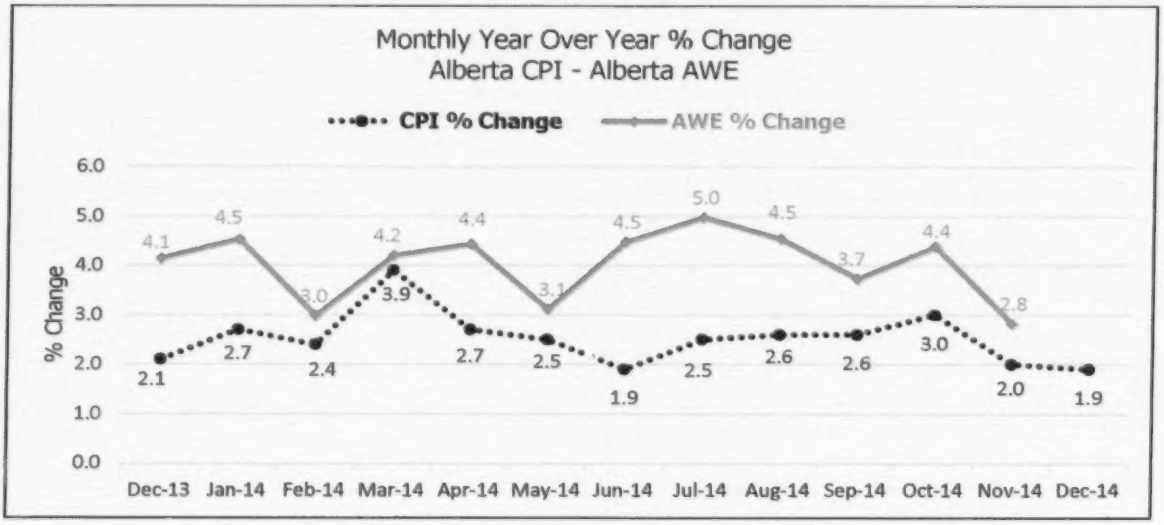
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWE Comparison





Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Dec 13	122.7	1.2	129.1	2.1	128.9	1.5	129.3	2.6
Jan 14	123.1	1.5	129.9	2.7	129.6	2.2	130.2	3.1
Feb 14	124.1	1.1	130.8	2.4	130.4	1.9	131.2	2.9
Mar 14	124.8	1.5	133.1	3.9	132.5	3.3	133.8	4.6
Apr 14	125.2	2.0	132.2	2.7	131.9	2.2	132.6	3.2
May 14	125.8	2.3	132.8	2.5	132.1	1.9	133.5	3.2
Jun 14	125.9	2.4	132.3	1.9	132.1	1.6	132.8	2.4
Jul 14	125.7	2.1	132.9	2.5	132.4	2.2	133.4	2.9
Aug 14	125.7	2.1	132.7	2.6	132.2	2.2	133.4	3.2
Sep 14	125.8	2.0	132.9	2.6	132.3	2.2	133.6	3.2
Oct 14	125.9	2.4	133.2	3.0	132.8	2.8	133.7	3.3
Nov 14	125.4	2.0	132.1	2.0	131.9	2.0	132.6	2.3
Dec 14	124.5	1.5	131.5	1.9	131.1	1.7	132.1	2.2

Average Weekly Earnings													
	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14
AWE $	$1,130.09	$1,140.52	$1,127.82	$1,127.06	$1,140.00	$1,143.28	$1,150.61	$1,150.30	$1,155.54	$1,158.26	$1,152.65	$1,165.89	$1,161.93
AWE %	3.56	4.14	4.53	2.98	4.20	4.43	3.11	4.47	4.97	4.54	3.73	3.81	2.82

*Year to date – Graph data available upon request.
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100
[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100
Source: Statistics Canada Consumer Price Index

Employer Listing

ASBA – Alberta School Boards Association

AHS – Alberta Health Services

CLR – Construction Labour Relations

GPMC – General Presidents' Maintenance Committee for Canada

Union Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

BCGEU – British Columbia Government Employees' Union

BCTGM – Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers – International Union of Bricklayers and Allied Craftsworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CAW[Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada] see Unifor

CEP[Communications, Energy and Paperworkers Union] see Unifor

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

Communications Workers – Communications Workers of North America

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

GCC – Graphics Communications Conference (Teamsters)

Glass Workers – Aluminum, Brick and Glass Workers International Union

Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators - International Association of Heat and Frost Insulators and Allied Workers

Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers

IUOE – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Marine Workers – Marine Workers & Boilermakers Industrial Union

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

Musicians – American Federation of Musicians of the United States and Canada

NASA – Non-Academic Staff Association

Painters – International Brotherhood of Painters and Allied Trades

Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PPWC – Pulp, Paper and Woodworkers of Canada

PSAC – Public Service Alliance of Canada

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

TWU – Telecommunications Workers Union

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA – United Utility Workers Association

Resource List

Other Alberta labour market resources:

Alberta Labour Relations Board (ALRB) - (**Active ALRB certificates**)
Alberta Chamber of Commerce
Alberta Economic Reviews (contains key economic indicators, updated monthly)
Alberta Employment and Immigration Labour Market reports
Alberta Labour Force Statistics
Alberta Regional Labour Market News
Alberta Learning Information Service (ALIS)
City of Edmonton Economic Statistics
City of Calgary Economic Reports
Alberta Federation of Labour (AFL)

Other Provinces' CBA and Mediation listings:
Newfoundland/Labrador
Ontario
Manitoba (various research resources)
Saskatchewan Mediation
British Columbia CBA listing
British Columbia Bargaining Database

Federal Organizations:
Human Resource and Social Development Canada (HRSDC)
Canadian Labour Congress (CLC)
Negotech (Federal CBA search page)
Federal Public Service CBA listings
University of Toronto resources (various labour relations resources)

International:
United States Department of Labor Contracts Database

Please note: These links are available online at http://work.alberta.ca/labour/6484.html